



BEST PRACTICE -1

1. **Title of the Practice:** Conscientious training and proficiency development for Career growth

2. **Objective of the Practice:**

Enhance Technical Skills: While engineering students of MCE already possess technical knowledge in their chosen field, skill development training can provide them with hands-on experience and practical skills. This might include training in vocabulary, aptitude, logical and reasoning and strong programming skills.

Soft Skills Development: Effective communication, teamwork, problem-solving, leadership, and time management are critical skills in any profession. Skill development training helps students improve their interpersonal skills, making them more effective team members and future leaders.

Engineering has become inter-disciplinary these days and hence programming has become mandatory for all branches of engineering therefore the engineers are inculcated with programming knowledge as a part of their training.

3. **Context:**

Skill development training for MCE students is essential to prepare them for the demands of the professional world. By blending theoretical knowledge with practical experiences, students can graduate with the skills, confidence, and adaptability needed to excel in their engineering careers. Skill development training is crucial for several reasons and are not limited only to

Employability: Graduates who possess practical skills are more attractive to employers, as they can contribute immediately to projects and tasks.

Problem Solving: Hands-on experience enhances students' ability to identify and solve real-world engineering challenges.

Collaboration: Working on practical projects fosters teamwork and communication skills, which are essential in any engineering field.

Industry-Relevant Skills: Many engineering roles demand skills that aren't covered extensively in academic curricula. Skill development training can bridge this gap by focusing on industry-specific tools, software, and practices that are in demand. Knowledge about career opportunities, job search strategies, resume writing, and interview skills are inculcated as a part of training.



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4. Practice:

After a great consideration of all parameters like readiness of the student and his ability to learn skill sets for each semester and based on his learning's in each semester, a structured content is developed as a complete package to make the students ready to face the challenges of the industry. Students were given training in a scheduled sequential manner right from semester 1 and continued up to semester 8.

Students of MCE when they enter the campus on day 1 they are educated on the special placement training strategies they will be going through for their upcoming 8 semesters. The placement director will give them a glimpse of their training through presentation session.

TRAINING PROGRAMS

YEAR	NAME OF THE TRAINING	SEMESTER	TOPICS
I Year	COMMUNICATION	I Semester	Eloquent English
II Year	KNOW HOW PROGRAM	III Semester	Basic Quant's
			Logical Reasoning
		IV Semester	Corporate Interactions
III Year	KNACK PROGRAM	V Semester	Advanced Quant's
		VI Semester	Interview Skills
			Attitude
IV Year	TAKE TEN	VII Semester	Group Discussion, Company Specific Training
		VIII Semester	Mock Interview,
			Company Specific Training
			Mock Interview

Students of the first year mainly focus in their language development. As the majority students of MCE are mainly from nearby villages who have done their schooling in local language medium (Tamil), they undergo a great struggle in their transformation from tamil medium to English medium. With this as a major concern MCE placement training team decided to dedicate the complete first year of placement training for Language, grammar and vocabulary. This gives the student a confidence for speaking learning and writing in English.



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Glimpse of skill training, interviews, placement day celebrations

Second Year the students are given training called KNOWHOWPROGRAM. In third semester students of MCE are trained in Basic Quant's and Logical Reasoning. Basic Quant's include basic aptitude training for the students. Some of the sample topics covered include LCM and HCF, Work and Wages, Pipes and Cisterns, Time Speed Distance, trains, Boats, and Streams, Percentage, Ratio, Proportion, and Partnership, Algebra, Average, Age, Profit and Loss, Simple Interest, Compound Interest and so on.

Logical Reasoning is also focussed in the areas of Verbal Reasoning, Non Verbal reasoning, Analytical reasoning, Blood relation, Deductive reasoning, Decision making and so on. Semester four mainly focuses on Logical reasoning and corporate Interactions. Students of MCE Salem are mainly trained to focus on Advanced Quant's and interview skills during their semester 5.



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Semester 6 training [KNACKPROGRAM] is to highlight on Advanced Quant's and Attitude. Trainers from industry inculcate the mind-set for the engineers to be industry ready and help them to visualize the real time working scenario of the industries. As the companies start to visit the campus from semester 7 onwards training are given for Group Discussions and Company Specific Training. The area of expertise of the company is identified and suitable trainers from both in-house and out sourced are used to train in specific domains of that particular company. This enables the engineers to face the panel of the interview in a confident manner. Students often lack knowledge about career opportunities, job search strategies, resume writing, and interview skills. Skill development training in semesters 7 and 8 [TAKE TEN] can provide guidance in these areas, helping students transition smoothly from academia to the professional world. Students were also given mock interview from in-house and outside resource persons to give them self-esteem and confidence to face the interviews and to work in the industry.

5. Evidence of Success:

This practice has been implemented regularly in all semesters of all 5 previous academic years in all the departments of the Institution at the undergraduate level. Based on the feed backs provided by the students there is a noticeable change in their confidence level of their personality. These types of skill development and training programs are helpful for all the students' placement. This practice will be continued for all the forthcoming semesters as per the students wish and requisition. The enthusiasm of the students has improved and they are coming with great confidence to attend the campus interviews. Students have come up with flying colours in the various campus interviews conducted in the college. On an average scale about 85 percentages of students have got placed in various companies and bagged their placement offers. Individual's students who have successfully developed their skills and improved their personality traits often exhibit enhanced performance in their exams projects and placement interviews. Positive feedback, recognition, and appreciation for improved skills and a more positive personality can validate the effectiveness of the skill development program. Personality development has reflected in making positive behavioural changes, such as improved communication, leadership, or teamwork skills from the students.



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6. Problems encountered and resources required:

Many individual students lack self-awareness, making it challenging to identify their strengths, weaknesses, and areas for improvement.

Solution: Personality assessments were conducted, feedback from mentors, were received to understand the student perspective better and self-reflection exercises done to give the students the awareness on their own strength and weaknesses.

Problem: Maintaining motivation throughout the training process can be difficult.

Solution: Various motivation programs were arranged regularly in the campus for the betterment of the students.

Problem: Balancing skill development with daily responsibilities can be challenging.

Solution: Students were allocated dedicated time slots, to create a flexible schedule, and prioritized learning.

Problem: Students often resist changing their habits and behaviours.

Solution: Provide change management training, offer incentives for adopting new skills, and create a supportive environment.

Notes:

By taking the training, confidence levels of the students were improved much and also the student skills have been enhanced hence the trained students were placed in well reputed companies with good salary package. Along with this main outcome we also have observed the following outcomes from the skill development and training program. Individual's students who have successfully developed their skills and improved their personality traits often exhibit enhanced performance in their exams projects and placement interviews. Mastery of new skills or competencies is a clear sign of success. It can be demonstrated through certifications, assessments, or the ability to tackle complex challenges confidently.



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